

# John Batzel

## Partner

### Calgary

#### OFFICE

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## Industries & Expertise

#### EXPERTISE

Administrative & Public Law | Labour & Employment

## Biography

#### BAR ADMISSION

Alberta, 1997

Ontario, 1995

#### EDUCATION

- LL.B., University of Toronto, 1993
  - McGill University Law School, 1992-1993, credited to LL.B.
- BA(Hon), University of Winnipeg, 1989
  - University College London, London School of Economics, 1985-1986, credited to BA(Hon)

With decades of experience in labour and employment law, John Batzel is your go-to advisor for all things related to the employment relationship. From contract negotiation to wrongful dismissal claims, his practical

approach helps avoid or resolve problems efficiently. He has also advised purchasers and sellers on employment and labour matters of all sizes, including complex mergers, acquisitions, and restructurings. - John has extensive courtroom experience across multiple jurisdictions, ensuring that you're well represented.

John is an active figure in the legal community, delivering insightful presentations and contributing to publications on diverse topics such as workplace policies, drug and alcohol testing, and employment law reforms, demonstrating his commitment to staying abreast of industry trends and sharing valuable insights with the community.

A proud member of various legal associations, John Batzel's experience in employment and labour law has been consistently recognized for several years running, showcasing his dedication to excellence in the field.

## Industry involvement

### Recognition

- *Chambers Canada Legal Guide*, Employment and Labour – Alberta, 8 years ranked

### Thought leadership

- Online Presentation, "Just Cause Termination", Miller Thomson Employee Law Podcast, May 2023
- Online Presentation, "Fitness for Duty", Miller Thomson Employment Law Podcast, May 2023
- Author and Co-Presenter, "Here, There and Everywhere: Creating Workplace Policies that Work for Everyone", Lancaster 40<sup>th</sup> Annual Labour Arbitration and Policy Conference, June 2022
- Webinar Presentation, "Marijuana Use and Testing in the Workplace: Recommended Actions to Reduce Risk in the World of Legalized Marijuana", Bongard Media Webinars, June 2021
- Conference Presentation, "Same Workplace, Different Workplaces: Top Considerations for Adapting to our Remote Work Realities", Canadian Corporate Counsel Association, April, 2021
- Online Presentation, "The Gig Economy: Will the Band Play on or Will Courts and Legislatures Call a Different Tune?", Miller Thomson Employment Law Podcast, April 2021
- Online Presentation, "Enforcing Post-Employment Restrictions: Hold Still, This May Hurt A Little", Miller Thomson Employment Law Podcast, April 2021
- Author, "Drug and Alcohol Testing" chapter in Cannabis in the Workplace, Thomson Reuters, 2019
- Author, "UPC Introduces Changes to the Alberta Employment Standards Code and the Alberta Labour Relations Code", Blog, June, 2019
- Co-Author, "Alberta Erects Measures to Protect Whistleblowers", Blog, November, 2018
- Author, "Alberta Court of Appeal Weighs In on Random Drug and Alcohol Testing", Blog, October, 2017
- Author, "Supreme Court Upholds Termination for Breach of Drug and Alcohol Policy", Blog, June, 2017

- Co-Author, “Government Announces Sweeping Changes to Labour and Employment Laws in Alberta”, Blog, June, 2017
- Co-Author, “Alberta Employers May Face Increased Unionization and Mandated Collective Agreements”, Blog, March, 2017
- Author, “Ghomeshi Claim Faces Significant Challenges”, Blog, October, 2014
- Author, “Alberta Arbitration Board Considers Random Alcohol and Drug Testing in Closely Watched Case”, Blog, April, 2014
- Co-Author, “Tax Changes: Corporate Contractors May Be Subject to 13% Higher Tax Rates”, Blog, June, 2013
- Author, “The Supreme Court of Canada Provides Guidance on Random Alcohol Testing”, Blog, June, 2013
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### **Notable matters**

- *An application for revocation of bargaining rights of Health Sciences Association of Alberta brought by certain Employees of Siksika Health Services affecting Siksika Health Services*, 2023, CanLII 104923 (AB LRB)
- *Corbett v Health Sciences Association*, 2022 ABKB 794 (CanLII)
- *Alberta Union of Provincial Employees v Bethany Care Society*, 2022 CanLII 85504 (AB LRB)
- *Katie Corbett and Darryl Jensen v Health Sciences Association of Alberta and the Alberta Labour Relations Board*, April 27, 2022, order directing Siksika Health Services be joined as a party to judicial review proceedings – unreported (ABQB)
- *In the matter of a First Collective Agreement Arbitration between Health Sciences Association of Alberta and Siksika Health Services*, 2022, CanLII 34981 (AB GAA)
- *An application for a stay regarding a Board decision brought by Siksika Health Services affecting the Health Sciences Association of Alberta*, 2021, CanLII 130740 (AB LRB)
- *City Wide Towing and Recovery Services Ltd. v Poole*, 2020, ABCA 305 (CanLII)
- *Poole v City Wide Towing and Recovery Ltd.*, 2020 ABCA 102 (CanLII)
- *City Wide Towing and Recovery Ltd. v Poole*, January 17, 2020, order granting interim injunction – unreported (ABQB)
- *Catalyst Canada Services v Catalyst Changers*, 2013 ABQB 73 (CanLII)
- *Eggertson v Alberta Teachers’ Association*, 2002 ABCA 262 (CanLII)

### **Community roles**

- Volunteer, Calgary Legal Guidance (20 Years)

### **Memberships & affiliations**

- Member, Law Society of Alberta
- Former Member, Law Society of Ontario

- Member, Canadian Bar Association
- Member, Calgary Bar Association